

SPECIAL BUDGET UPDATE ISSUE

ARIZONA DEPARTMENT OF CORRECTIONS



The ADC Post

DORA SCHRIRO, DIRECTOR

JULY 2006



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give 'Locks'

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Governor OKs new budget

COs receive pay increase of 22 percent since July 2005

BY DORA SCHRIRO
DIRECTOR, ADC

On June 21, Governor Janet Napolitano signed HB 2863, an appropriations bill with operating funds for the Arizona Department of Corrections.

HB 2863 contains language providing for a \$2,943 raise beginning July 1 for all ADC employees in the Correctional Officers series. This means that in the last year from July 1, 2005 to July 1, 2006, the men and women in the department's CO series have achieved a long overdue increase averaging \$6,810 in annual earnings, a 22% increase. This reflects an increase of \$1,410 last July 1 and then \$1,650 on March 11 plus an average of \$807 in performance pay and now, an additional \$2,943. It also holds



Gov. Napolitano, shown at her State of the State address in January, made better pay for Corrections Officers a priority for this legislative session. She signed the new budget, providing a \$2,943 raise, into law June 21.

CORP employees harmless as employees' contribution rates for its defined benefit plan will not increase in FY 2007 beginning July 1, 2006. HB 2863 represents the Governor's steadfast commitment to improve compensation and demonstrates

that considerable progress has been accomplished in a year's time towards our goal for nearly three quarters of the department's entire workforce. HB 2863 also includes new monies for locking devices, replacement equipment and the vanpool. This year's progress also means there is more to do next year.

Over the summer we will develop our budget proposal for FY 2008, which begins July 1, 2007. It will include a request for funds to resolve outstanding problems that continue to affect us including the well-documented need for competitive wages at all locations and for all staff in our three divisions. Additional funding will strengthen recruitment and retention efforts, eliminate the need for stipends and reduce our reliance on overtime. We will continue to work to eliminate compression by securing sufficient new funds to establish distinct salary ranges.

CORRECTIONAL OFFICER SERIES PAY INCREASES

The Appropriation Act signed by Governor Napolitano on Wednesday, June 21 provides an additional \$2,943 per ADC employee in the Correctional Officers Series beginning July 1, 2006.

The addition of \$2,943 per officer increases the average officer in the CO series 26% to \$7,810, between July 1, 2004 and July 1, 2006 from \$29,840 to \$37,650, the vast majority of the raise - \$6,810 or 22% - occurring between July 1, 2005 and July 1, 2006.

Salary increases enacted over the past three years include:

- \$1,000 per officer for all employees on July 1, 2004
- \$1,410 per officer for all officers on July 2, 2005*
- \$1,650 per officer for all employees on March 11, 2006
- 2.5 % performance pay (averaging \$807 per officer) on March 11, 2006
- \$2,943 per officer for all officers on July 1, 2006

**In addition to the \$1,410 per officer increase for all correctional officers, another increase averaging \$2,933 per officer was provided to parole officers on July 2, 2005.*

The department plans to continue to pay recruitment/retention stipends to eligible officers.

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ADC continues pay plan effort, launches recruitment campaign



BY DORA SCHRIRO, DIRECTOR
ARIZONA DEPARTMENT OF CORRECTIONS

When the Governor introduced her 2006 legislative agenda this past January, better pay for state employees and our CO series pay plan proposal were at the top of her list. Perseverance paid off!

On the last day the legislative session after countless closed doors negotiation sessions by the Governor with legislative leaders, nearly 60 media appearances, many featuring ADC staff in action, and a number of legislative hearings where there was always excellent ADC representation, the legislature agreed to increase the salaries for all staff in the CO series by \$2,943, raising the starting annual salary for new COTA graduates to \$31,957.

In one year's time, all staff's salaries have improved about \$2,500 and CO salaries rose by more than \$6,800.

In the weeks since the session ended, we've put excellent recruitment tools – better pay, House Bill 2482 (CORP Return to Work) and expanded benefits for veterans who become corrections officers – to work for you.

Ads are starting to appear in local newspapers and on cable TV and radio stations around Arizona to draw new CO candidates to fill vacant positions.

We're working closer with the armed forces as well, looking for even more great men and women retiring from the military to take advantage of new GI education benefits we've pursued over the past year with the U.S. Department of Veteran Affairs.

Describing the many opportunities ADC has to offer – including better pay for important work, real opportunities for career advancement, job security, tuition reimbursement, and the best

benefits and retirement package out there – we are working to attract qualified applicants at all phases in their careers.

We expect big returns on all of these recruitment endeavors, but we also realize that the best, longest-serving employees are most often found by you. To that end, information about the Employee Incentive Program is circulating, too.

Be sure to tell our story about the career opportunities we offer to others as your efforts will be rewarded.

When your new recruit graduates, you will receive \$200 and when that new officer completes the one-year probationary period, you will get another \$300 – that's \$500 for each new officer you bring to ADC.

The employment process has been streamlined as well. Bonafide job offers are now being extended to eligible candidates in as few as five days from application. New classes for recruits are starting weekly at COTA and regional academies are scheduled periodically.

The number of new recruits attending COTA is starting to increase.

We've also sent letters to all eligible ADC retirees informing them about the passage of House Bill 2482 which enables them to return to work as officers with inmate contact without affecting the retirement checks they're currently receiving. HB 2482 takes effect September 21, 2006.

Later this month and through the remainder of the summer, I will be back at each of our 10 complexes to update our Strategic Plan. I am really looking forward to continuing our work together to further our recruitment and retention efforts and finalize plans to better recognize your extraordinary efforts and remarkable correctional outcomes.

It will be great to meet with you again and get your recommendations for moving our department further, faster towards flagship status.

from her desk

BUDGET story continued from page 1

This will also encourage movement within and across work locations and assignments.

We also need to restore positions that were swept in prior years to provide adequate relief for all of our critical positions and posts.

The Governor signed several other bills of consequence for us this session. HB 2868 includes a 3,000-bed expansion in 2008 and this time the Department is not prevented from participating; ensuring contracts are not automatically awarded to the private sector, as was the case previously.

HB 2482 permits qualified retired ADC employees to rejoin the Department as correctional officers without impacting their pensions.

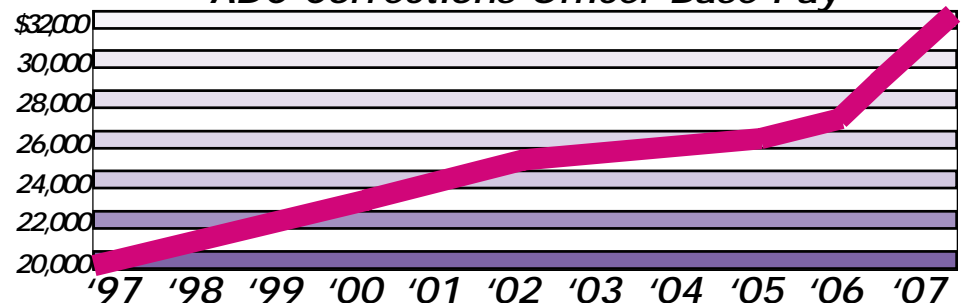
Summaries of bills impacting ADC are on our web page at: www.azcorrections.gov/Legislative/2006/legislativenews.asp.

Additional information regarding budget legislation is available at www.azleg.state.az.us.

We did well this year. Next year, we'll do even better.

Together we will continue to press towards full funding for competitive wages for every correctional professional in ADC.

ADC Corrections Officer Base Pay



The graph represents increases in CO base pay over the past decade. Though pay has increased dramatically over the past three years in particular, ADC will continue to seek further improvement.

The ADC Post is produced by the Arizona Department of Corrections Media Relations Office.
Call Bob Huhn (602) 542-3133,
e-mail bhuhn@azcorrections.gov
or visit www.azcorrections.gov.

Bill ups pay, sets guidelines

By DORA SCHIRO
DIRECTOR, ADC

This past March, all ADC employees received a pay increase of \$1,650 and a 2.5 percent performance pay adjustment per HB 2661.

The Legislature conditioned performance pay after April 2007 upon meeting ADC-specific performance measures. The Arizona Department of Administration (ADOA) was charged with establishing guidelines for performance measures by May 1 affording us four months to develop our own benchmarks. ADOA recently convened a meeting to answer a number of questions.

Here's a summary:

Performance measures

♦ Performance measures may apply to the entire agency or to units in the Department; we can determine what's best for ADC.

♦ Performance measures may be based upon the department's strategic plan; measures may not duplicate those in a performance-based incentive plan (PIP).

♦ Performance measures should be quantified; that is, amenable to measurement.

♦ Performance measures encompass quality

of service, quality of operations, and unit cost of operations to the extent practical and applicable.

♦ Performance measures are compared to historical data used as benchmarks.

♦ Performance measures are reported monthly or quarterly; again we can determine what's best for ADC.

♦ Performance measures must be submitted to ADOA by 9/1/06 and pre-approved by a Central Review Authority established in HB 2661 by 12/15/06.

♦ Performance measures take effect January 1, 2007.

Performance pay eligibility

♦ Eligibility to receive performance pay after 4/29/07 is based upon meeting or exceeding the department's published targets on a monthly or quarterly basis

♦ Newly assigned staff's performance pay is conditioned upon meeting their new work assignment's performance measures

♦ All ADC employees are eligible to earn performance pay except those in clerical pool positions, interns and

temporary employees per Administrative Code R2-5-206.B.3.

Funding and impact on pay and payroll

♦ The Department is appropriated sufficient funds to award performance pay to its entire eligible staff

♦ The Department is not permitted to keep or use for other purposes performance pay funds not awarded to staff

♦ The 2.5% is not included in staff's base salary however the 2.5% does apply towards retirement

This summer as we review and revise our strategic plan as we have in the past, we will specifically seek your input about selection of measures that best represent your efforts and are suitable to mark your progress within existing resources and your control.

You're also welcome to forward your suggestions to our Labor Relations Advisory group; please copy Robert Nutter, too.

As quickly as additional information becomes available, it will be forward to you.

NON-CO EMPLOYEE PAY INCREASES

Over the past three years all ADC employees' average salaries have increased \$4,090, or 13%:

- \$1,000 per ADC employee for all employees on July 1, 2004
- 1.7% increase (averaging \$560 per employee) on July 2, 2005
- \$1,650 per ADC employee for all employees on March 11, 2006
- 2.5 % performance pay (avg. \$880 per employee) on March 11

Insurance Premium/ Pension Contribution Payments

Employees' contribution rates for the CORP defined benefit plan will not increase in FY 2007 beginning July 1, 2006. Contribution rates for the ASRS defined benefit plan are scheduled to increase July 1, 2006 from the current 7.4% to 9.1% beginning July 1, 2006.

Pack to School

June 19-July 28



Join Governor Janet Napolitano and the Office for Children, Youth & Families in the Pack to School Supply Drive.

Needed Items Include:

- | | | |
|--------------------|---------------------|---------------------|
| • No. 2 Pencils | • Activity books | • Calculators |
| • Erasers | • Rulers | • Scissors (blunt) |
| • Paints | • Dictionaries | • Pencil sharpeners |
| • Spiral notebooks | • Portfolio binders | • Glue sticks |
| • 3-ring binders | • Markers | • Water colors |
| • Crayons | • Backpacks | • Loose leaf paper |
| • Coloring books | • New books | • Thesaurus |

Site Donation Coordinators are:

- 1601 W. Jefferson -- Christine Sosa (602) 364-3234
Heather Price (602) 542-5190
- 1645 W. Jefferson -- Christina Valenzuela (602) 364-3808
- 1831 W. Jefferson -- Virginia Strankman (602) 771-2100 ext. 338
1110 W. Washington -- Laurie Berg (602) 364-2900
801 S. 16th St. -- Pamela Evans, (602) 771-5700
Gloria Quinonez (602) 771-5600
- 3701 W. Cambridge -- Carly Yokoyama (602)272-7600
- ASPC-Douglas -- Kynna Armstrong (520) 364-7521 ext. 34000
- ASPC-Eyman -- Kristina Davis (520) 868-0201 ext. 2116
- ASPC-Florence -- John Hernandez (520) 868-4011 ext. 5120
- ASPC-Lewis -- Lisa Cooper (623) 386-6160 ext. 4024
- ASPC-Perryville -- Jessica Cordova (623) 853-0304 ext.24499
- ASPC-Phoenix -- Rachel Saiz (602) 685-3100 ext. 2001
- ASPC-Safford -- Deidre Gomez (928) 428-3393 ext.2150
- ASPC-Tucson -- Danielle Hallahan (520) 574-0024 ext. 36002
- ASPC-Winslow -- Robin Cox (928-289-9551 ext. 6091
- ASPC-Winslow-Apache -- Wendy & Jim (928) 337-3002
- ASPC-Yuma -- Shannon Price (928) 627-8871 ext. 2102

Quote of the Day:

*It's a job that's never started
that takes the longest to finish.
-- J.R.R. Tolkien*

Team effort nets media campaign success

ADC Director Dora Schriro, with assistance from the ADC media relations department, has been extremely busy during the past 10 months informing the public about the hard work that ADC Corrections Officers do every day.

The Director traveled across Arizona to meet with print, radio and television representatives explaining the need for a competitive Correctional Officer series pay plan package.

From August 2005 through May 2006, Director Schriro appeared on 20 television news shows, 14 radio stations and was interviewed by 24 members of the print media, many of them more than once, for a total of 58 stories, editorials and interviews.

Tixoc Munoz, executive president of the Arizona Correctional Peace Officer's Association, credits Director Schriro with the success of the campaign.

"No one in her position has done so much to help give COs a better life," Mr. Munoz said. "All the media appearances, battling with the Legislature, I know we

didn't get everything we wanted, but I know she will continue to fight for us."

Joining Director Schriro were a number of COs who volunteered to spread the word and, in some cases, invited TV news crews into their homes to illustrate the need for better pay plan for them.

Some of those involved in the effort were:

♦ Jose Jimenez of ASPC-Lewis, Buckley Unit, James Sheridan of ASPC-Florence East Unit, and Jose Carrion of ASPC-Florence, Central Unit, all of whom appeared on KNXV TV Channel 15 in Phoenix.

♦ Jacob Stanger of ASPC-Eyman, Cook Unit was featured on KPNX Channel 12.

♦ Melody Jones of ASPC-Eyman, SMU II and Glenn Noble of ASPC-Eyman, Cook

Unit discussed the issues on KSAZ Fox 10 in Phoenix.

♦ Arthur Ramirez of ASPC-Tucson, Echo Unit was interviewed by Tucson's Channel 4 KVOA.

♦ Arturo Cano of ASPC-Yuma, Cheyenne Unit appeared on KYMA Channel 11 in Yuma.

"I appreciate very much Director Schriro allowing us to take TV cameras inside our prisons to tell the stories of hard working Correctional Officers. We couldn't have done it without the help and cooperation of many CO's and their Wardens," ADC Spokesman Bart Graves said.

"Yes, the need for a competitive pay raise was the primary issue, but more importantly we helped the public understand what a vital service our CO's provide. I also want to point out the tireless efforts of the Director who sat down with dozens of newspaper editorial boards as we crisscrossed the state to get our message out."

Director Schriro plans to continue to work to identify and highlight the exemplary efforts and contributions of Corrections Officers and other ADC staff.

The following is a detailed list of contacts made during the ADC media campaign, from August 2005 through May 2006, including editorials, stories and interviews and appearances made by Director Schriro and staff throughout Arizona.

Through the media campaign, the Director aimed to raise public awareness of the need for better Corrections Officer pay to reduce vacancies and overtime and improve public safety.

Aug. 24, 2005 **KPHO TV CHANNEL 5**: ASPC-Lewis vacancy rate at all time high rate in the state.

Sept. 12, 2005 **KTAR**-News Story: CO vacancy rate.

Sept. 16, 2005 **Arizona Republic**: Need for competitive wages to reduce vacancies and turnover.

Sept. 19, 2005 **KFYI**-News Story: CO shortage and vacancy rate.

Sept. 30, 2005 **Yuma Sun**: ADC seeking for comprehensive pay plan.

Oct. 5, 2005 **KVOA TV Tucson Channel 4**: Impact of mandatory overtime on turnover and vacancy rates.

Oct. 5, 2005 **KOLD TV Tucson Channel 13**: Mandatory overtime remains high due to spike in vacancy rate.

Oct. 6, 2005 **AZ Daily Star & Tucson Citizen**: Director Schriro briefs editorial boards on the impact of non-competitive wages on turnover and vacancy rates.

Oct. 8, 2005 **Associated Press**: Increasing cost of overtime to compensate for spike in vacancy rate.

Oct. 9, 2005 **AZ Daily Star/Editorial**: Editorial advocating pay raise for ADC correctional officers.

Oct. 14, 2005 **Tucson Citizen**: Editorial advocating a pay raise for ADC correctional officers.

Oct. 17, 2005 **Arizona Capitol Times**: Article on OT putting ADC over budget.

Nov. 19, 2005 **KSAZ TV Channel 10**: Impact of vacancy and turnover rates on ASPC-Eyman and its effect on officers and their families.

Dec. 12, 2005 **KPNX TV Channel 12**: ADC needs a competitive pay package and its impact on officers at ASPC-Eyman.

Dec. 21, 2005 **KFYI Terry Gilberg Show**: Director Schriro appears on live radio to discuss the urgent need for a competitive pay plan for an hour and takes calls from listeners.

Dec. 21, 2005 **KNXV TV Channel 12**: Impact of vacancy and turnover rates on officers at ASPC-Florence.

Jan. 3, **KTAR Ted Simons Show**: Director Schriro appears on live radio for an hour to discuss the urgent need for a competitive pay package for officers.

Jan. 11, **East Valley Tribune**: Director Schriro briefs the editorial board about the urgent need for a competitive pay package for its officers.

Jan. 21, **Arizona Republic**: Director Schriro briefs the editorial board about the urgent need for a competitive pay package for its officers.

Jan. 19, **East Valley Tribune**: Editorial published on the urgent need for a competitive pay package for ADC officers.

Jan. 22, **Arizona Republic**: Editorial published on the urgent need for a competitive pay package for ADC officers.

Jan. 19, **KSAZ TV Channel 10**: Director Schriro tapes "Newsmaker Sunday," the program airs Jan. 22,.

Jan. 26, **KJZZ 91.5 NPR**: Director Schriro is interviewed Jan. 25. The piece airs Jan. 26.

Jan. 26, **KOLD TV Tucson Channel 13**: Feature story of a CO affected by vacancy rates and CO Pay Package.

Jan. 26, **Channel 8 Horizon Program**: Director interviewed live.

Feb. 6, **KNXV TV Channel 15**: CO Personnel profile. Aired Monday Feb. 6 and Sunday Feb. 12.

Feb 8 **KFYI AM550/KTAR AM620**: Director is interviewed on radio after appearing before JLBC on ADC's budget request, which includes the Governor's pay package for COs.

Feb. 13 **KNAZ TV Channel 2** (Flagstaff): Director is interviewed regarding CO Pay and vacancy rate. Aired Sunday, Feb. 19.

Feb. 19 **Arizona Daily Sun** (Flagstaff): Editorial advocating CO Pay and vacancy rate.

Feb. 20 **Eastern Arizona Courier** (Safford): Director Schriro briefs the editorial board on CO Pay Package.

Feb. 21 **KYMA TV Channel 11** Yuma: Feature story of a CO affected by vacancy rates and CO Pay Package. Aired Tuesday, Feb. 28 and Wednesday, March 1.

March 3 **Yuma Daily Sun**: Director Schriro is interviewed on the need for the Legislature to pass a competitive pay hike for COs.

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\$300 when your recruit completes
the 1-year probation period.



March 3 **KSWT Channel 13 Yuma**: Director is interviewed stating the need for the Legislature to pass a competitive pay plan for COs. The story aired during the 6 and 10 p.m. newscasts.

March 6 **Arizona Republic**: Editorial advocating CO Pay and vacancy rate.

March 7 **Sierra Vista Herald/Bisbee Daily Review**: Director interviewed regarding CO Pay Package and vacancy rate.

March 12 **KFYI 550 Radio Terry Gilberg Show**: Director discusses the CO vacancy rates and pay plan.

March 16 **KGUN Channel 9** (Tucson): Follow-up meeting with the Director to update the media on the \$39M request for the CO series pay plan and the MAXIMUS private prison study. The story aired on the 5 and 6 p.m. newscasts.

March 16 **KOLD Channel 13** (Tucson): Follow-up meeting with the Director to update the media on the \$39M request for the CO series pay plan and the MAXIMUS private prison study. The story aired on the 10 p.m. newscast.

March 19 **Arizona Daily Star** (Tucson): Follow-up meeting with the Director to update the media on the \$39M request for the CO series pay plan and the MAXIMUS private prison study.

March 23 **Tucson Citizen** (Tucson): Follow-up meeting with the Director to update the media on the \$39M request for the CO series pay plan and the MAXIMUS private prison study.

March 23 **KAET Channel 8 Horizon**: The Director discusses the MAXIMUS Private Prison cost study and will provide an update on the status of the Governor's recommended pay plan for Correctional Officers. The show aired 7 p.m.

April 7 **KUAT Channel 6** (Tucson) **Arizona Illustrated**: The Director is interviewed about the status of the Governor's CO pay plan, the MAXIMUS study on public versus private prison costs and a variety of issues involving ADC. The show aired 6:30 p.m.

April 10 **KAZ-TV Pat McMahon Show Channel 27**: The Director was interviewed on the Pat McMahon Show about the status of the Governor's CO pay plan and the private prison cost study. The show aired 9 a.m.

April 28 **The McMahon Group KTAR 620**: The Director takes part in a free-form discussion about the status of the Governor's recommended pay plan for ADC COs, among other topics.

May 4 **East Valley Tribune**: Editorial in Thursday's paper asking the Legislature to pass the Governor's recommended pay plan for ADC COs.

May 5 **Arizona Daily Star**: Editorial says state must lock in raises for stressed prison guards.

May 11 & 12 **Arizona Republic and Tucson Citizen**: Director Schriro submits a letter to the editor regarding CO week and the need for the Legislature to pass a competitive pay plan for COs.

May 12 **KTAR 620**: Director reacts to House and Senate leadership CO Pay Plan funding proposal.

May 13 **Associated Press**: Director reacts to House and Senate leadership CO Pay Plan funding proposal.

May 13 **KJZZ 91.5**: Director reacts to House and Senate leadership CO Pay Plan funding proposal.

May 13 **East Valley Tribune**: Director reacts to House and Senate leadership CO Pay Plan funding proposal.

May 22 **91.5 KJZZ/91.5**: Legislative reporter Mark Brody interview about the current budget negotiations and the Governor's priorities, which include a pay raise for COs.

May 24 **KFYI's Terry Gilberg Show**: Director Schriro and Representative Jennifer Burns appear to discuss a \$39 million pay package for COs.

May 29 **KEZ 99.9FM Beth and Bill Show**: Governor Napolitano interviewed about ADC job training programs for inmates, which includes construction skills



From left, Administrative Assistant Grace Munoz, Correctional Education Program Teacher Fred White, Program Manager Paul Dees, CEPT Joe Ramirez, CEPT Cindy Humphries and CEPT August Schaefer pose outside the Governor's cabinet meeting room after being honored for the success of the Expedited GED Program, which has quadrupled the number of GED inmate recipients since 2003.

State honors ADC

Inmate GED graduation rate skyrockets

Six Arizona Department of Corrections employees were honored by the State of Arizona during the June 14 Governor's cabinet meeting in Phoenix.

The group, all employees at the Douglas complex, was recognized for success in administering an ADC education program, which has over the past two years

nearly quadrupled the number of inmates who receive a GED.

"The numbers they have achieved are simply daunting," said Dennis

Burke, co-chief of staff of the Governor's office, who conducted the meeting.

Just three years ago, only 46 percent of inmates had completed high school, and less than 12 percent were enrolled in classes. During fiscal year 2003, only 791 inmates received a GED.

The education team developed the Expedited GED Program, which pre-tested all inmates without a high school diploma or GED, created a prescriptive plan to ensure inmate success.

Based on test results, inmates were either immediately tested for the GED, offered peer tutoring and self-study, or enrolled in full-time classes.

As a result of the team's efforts, GED graduation rose from 791 in 2003 to 3,125 in 2005, an increase of nearly 300 percent.

More impressive, ADC inmates now represent 15 percent of Arizona's total number of GED graduates, up from only 7 percent just two years ago.

In less than three years, and with no increase in funds for instructional staff or classroom seats, ADC now accounts for nearly one of every three GED completions in the state.

The Expedited GED Program is an example of the ADC's commitment to improving public safety, as part of its Five-Year Strategic Plan, which goals to improve the personal and professional skills of inmates, who are then more apt to successfully rejoin and contribute to society after release.



The ADC Color Guard presented the colors at the Flag Day event at June 14 at the Arizona History Museum in Phoenix. Read the complete story on the back page. Pictured, from left, CO JoAnn Gentry, Lt. Christopher Rowley, CO III Michael Hanby, CO Paul Louis, CO David Vallas and CO Roger Seigfried.

Department News Briefs

Goldsmith takes over as Division Director

Congratulation to Charles Goldsmith, who was promoted recently to Division Director for Support Services.

Mr. Goldsmith joined ADC in 1983 as a correctional officer and over his distinguished career in corrections, he has served with excellence in every rank, including Warden prior to his retirement.

Since rejoining the department last July he jump-started the department's office of strategic planning and then took on the responsibilities for Offender Operations' northern region as Regional Operations Administrator.

Fire crews help with beautification project

ASPC-Yuma's Wild Land Fire Crew assisted with The 2006 Colorado & Green River Systems Sweet May 6 in Yuma. The effort was a major environmental clean-up project along the Colorado

River Basin.

The beautification project involved litter and debris removal, recycling materials and area improvements.

"The project was a success. We are looking forward to helping again in the future," Warden Jerry Sternes said.

Department gets new administrator

Director Schriro appointed Vincent Scarfo as the Emergency Preparedness Administrator for ADC.

Mr. Scarfo comes to ADC on retirement as a Command Sergeant Major with the Arizona Army National Guard, having served 28 years in the military, including 21 years of that on active duty.

Mr. Scarfo also served with ADC from 1984 to 1990 in Correctional Officer and Correctional Program Officer capacities at ASPC-Perryville, and ASPC-Phoenix, before entering active duty with the Arizona National Guard.

His duties include managing the functions of

the Emergency Preparedness Unit, including maintenance and update of the ADC Business Continuity Plan, development and maintenance of Emergency Operations Plans for ADC prisons and Central Office, operation and maintenance of the ADC Emergency Operations Center and management of the Central Office Communications Center.

Director announces uniform insignia policy

In honor of Flag Day, ADC Director Dora Schriro announced the dress code policy was amended effective June 14, enabling all eligible ADC correctional series staff to wear military insignia on the department's uniform.

All insignia must be approved by the Institute of Heraldry and indicating the officer's affiliation with a unit or a branch of service. For those who choose to do so, the insignia should be worn centered one inch above the top of the right pocket flap or one-quarter inch above any



Staff from the Tucson complex participate in the Law Enforcement Torch Run in Tucson May 3. The annual event raises money for the Special Olympics.

other devices in that area.

Further, those who received the Department's crossed American and ADC flags pin during prior years' programs may display it on their uniform's pocket flap.

Read more about the ADC Flag Day event on the Back Page of this issue.

Perryville sets scene for motion picture

A scene from the film *Downside*, a complex story about a woman's life, was filmed at Arizona State Prison Complex-Perryville April 23. CO Doug Young has a minor role in the movie.

CO Young is the Officer working the main gate as the woman, actress Kathy Rankin, is released from prison. The film is scheduled for release in the fall. Negotiations for the distribution of the film are underway with several cable television stations.

Tucson staff participates in annual Torch Run

Thirty ADC staff members from Tucson Complex ran and biked through the heart of Tucson with Special Olympians Ben Caulkins and Jason Scruggs to benefit the Arizona Law Enforcement Torch Run for Special Olympics May 3.

ADC employees began their trek through Tucson at 4:30 p.m. at the corner of Bilby and Old Nogales Highway, transporting the torch for six miles before handing it off at the headquarters of Tucson Police Department on Stone Avenue.

The torch was relayed throughout the state, eventually making its way to

the opening ceremonies of the Arizona Special Olympics held May 6 in Tempe.

The Arizona Law Enforcement Torch Run raises funds and awareness for Special Olympics statewide. In the past two years, the Arizona Department of Corrections raised more than \$108,000 for LETR.

Special Olympics Arizona serves more than 9,000 athletes through a network of volunteers.

Staff, inmates donate \$66K to victims groups

ADC inmates and staff raised a record amount of money in honor of the 2006 National Victims' Rights Week in April. The week was kicked off with a ceremony at the Capitol hosted by the Governor's Office.

Director Schriro who presented two checks totaling \$66,357.58 to Beckie Miller, chapter leader for Parents of Murdered Children for the Valley of the Sun and Yvette Black from Homicide Survivors, Inc. The funds donated by ADC staff and inmates represent a 366 percent increase over 2004 donation levels.

ADC staff provided leadership department wide. For example, two COs from ASPC-Douglas contributed to the effort by raising money from local businesses in their spare time.

CO III Raymond Batey and CO III Ruth Sanchez collected \$650 in donations on behalf of Parents of Murdered Children. Businesses participating were Southeast Arizona Medical Center (\$500), Thomas Home Furnishings (\$100) and Border Mart (\$50).

ADC staff, inmates donate hair, raise \$5,669 for Locks of Love

On April 24, Perryville staff and inmates volunteered in large numbers at their respective units to donate hair and money to help make custom-fitted hairpieces for financially disadvantaged children suffering from long-term medical hair loss.

At the day's end, staff and inmates alike had donated a total of 122 feet of hair and \$5,669.

All the proceeds from the event went to Locks of Love, a national non-profit organization that helps children who have lost their hair due to a medical condition called alopecia areata, which has no known cause or cure.

"I am proud of staff's efforts to create opportunities for inmates to give to others in need," Department Director Dora Schriro said. "The inmate population really stepped up and is making a measurable contribution. Their teamwork with community-based organizations like Locks of Love is outstanding."



ADC Nurse Susan Russell (ASPC-Perryville) donates a length of hair to Locks of Love April 24. Staff and inmates donated 122 feet of hair and \$5,669 to the children's charity.

For 12 hours, 25 hairdressers from Rumors Hair Salon of Scottsdale and Visable Changes Haircutters, Main Attraction, Scooter's Hair Design and Profiles, all of Phoenix, volunteered their time to cut the hair of inmates.

Visit www.locksoflove.org.

ICE program nets \$2.5M savings

Foreign national deportation effort promises big returns for Arizona taxpayers

Last July, Governor Janet Napolitano held a state Summit on Illegal Immigration in Flagstaff.

It was there, where ADC Director Dora Schriro met with Immigration and Customs officials to propose training ADC staff to perform certain ICE functions, which would expedite the deportation of foreign national inmates, save beds and taxpayer expenditures.

The program has paid huge dividends since its inception last December, saving a total of \$2,985,655.

"Our staff has done an amazing job and is making a huge difference," Schriro

said. "This program was an excellent opportunity for Arizona to partner with ICE, deport undocumented aliens sooner and provide Arizona taxpayers welcome relief."

From December 2005 to June 2006, 452 removal orders were issued and 255 foreign nationals deported.

In June 2006, there were 142 removal orders and 43 foreign nationals deported, for an increase of more than 2,000 percent for removal orders and nearly 400 percent for deportation compared to June 2005, when there were only seven removal orders and just 12 deportations.

"ADC's partnership with ICE combines the efforts of

both agencies to process foreign born inmates faster," ASPC Phoenix Warden Wade Woolsey said. "The joint venture assists in reducing the number of deportable inmates who currently occupy ADC's limited beds. It truly is a win-win for both ADC and ICE."

The 12 employees completed an intense five-week training program and received an official certification from ICE last November. The training covered a wide range of topics pertaining to immigration enforcement, including immigration law, civil rights and intercultural relations.



U.S. Immigration and Customs Enforcement Special Agent-in-Charge Roberto G. Medina looks on as ADC Director Dora Schriro signs an agreement, which will allow the Department to expedite the deportation of foreign nationals in custody.

Do-Right Awards Nomination Form

DO-RIGHT

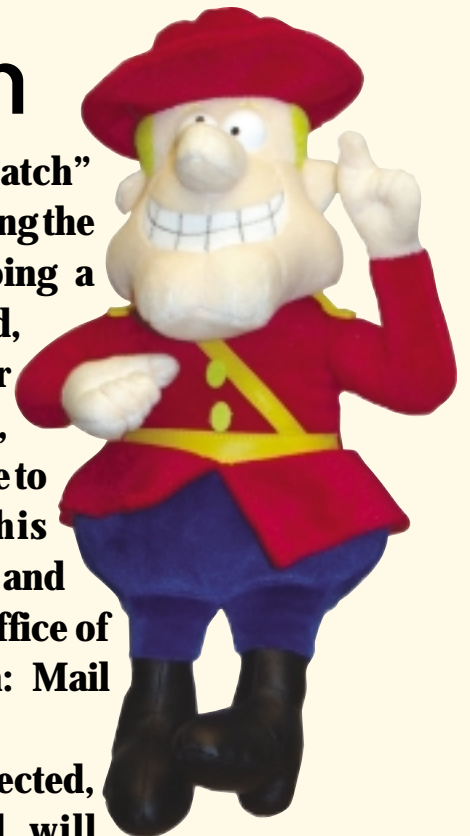
Dudley Do-Right is the hero of the Royal Canadian Mounted Police. His nemesis, Snidely Whiplash, personifies Evil, which Dudley pursues constantly. Dudley has received many awards for his civility and bravery, and so should you.

The ADC's Do-Right Award recognizes employees "Doing the Right Thing." Named for the fearless crime fighter and champion of public safety, this award recognizes the Department's corrections professionals who perform good deeds on and off the job.

The Do-Right Award recognizes individuals and teams in the Department that are nominated by their co-workers and colleagues.

When you "catch" your co-worker doing the right thing, or doing a kind-hearted deed, in the workplace or the community, please take the time to complete this nomination form and forward it to the Office of the Director, attn: Mail Code 445.

If you are selected, something good will happen to you. You may also obtain a nomination form online at www.azcorrections.gov/News/doright_award_recipients.htm.



Nominee's Name/Position: _____ Location: _____

Nominee's Work Phone or E-Mail Address: _____ Date: _____

Your Name/Position: _____ Location: _____

Your Work Phone or E-Mail Address: _____

Briefly describe what/how the employee was "caught doing right": _____

ADC unfurls Flag Day

Event honors employees' military service

Employees and their families gathered June 14 at the Arizona History Museum as the Arizona Department of Corrections honored military-serving employees at its third annual Flag Day celebration.

Arizona Department of Corrections Director Dora Schriro explained the importance of Flag Day to ADC.

"It is a special opportunity for all of us to reflect on our flag's history and meaning," Director Schriro said. "Over the past three years it has also been a special day at ADC for all of us to celebrate and honor our colleagues and co-workers who are serving on active duty at home or abroad, and to offer special thanks and support to their families."

Other featured speakers at the event, emceed by ABC15's Karen Schaler, included Arizona Department of Veterans Services Director Patrick Chorprenning, Adjutant General David Rataczak of the National Guard and Arizona Senator Thayer Vershoo.

ADC employs 79 corrections professionals now on active duty with another 115 men and women on standby. In total, 2,263 employees, nearly 25 percent of the ADC workforce, are veterans of the U.S. armed forces.

These numbers impressed General Rataczak.

"The number of ADC employees who have served their country is daunting," General Rataczak said.

Four of ADC's military employees were singled out for recognition at the ceremony and received Champion of Freedom Awards.

Correction Officers Jose Isla and Pete Barwick of the Yuma Complex received the Humanitarian Award for their efforts in assisting evacuees following the Hurricane Katrina disaster.

Sgt. Tony Jackson, also of the Yuma complex, received the Army Commendation for his actions leading to the capture of an enemy sniper in Iraq as well as the Purple Heart after he was injured by an improvised explosive device, or IED.

Training Officer David Truax of ASPC-Yuma received the Meritorious Service Medal for his service while Acting Command Sergeant Major for Task Force Terrebonne supporting rescue and evacuation operations after Hurricane Katrina.

Director Schriro honored each award recipient with the Champion of Freedom plaque.

Following the plaque presentation, the director unveiled the ADC Service Lapel Pin, which honors military-serving employees and their families for their sacrifices and service the Department and the Nation.

At the close of the event, Director Schriro met with ADC staff and the families of military-serving employees, thanking them for their sacrifices and affixing the ADC Service Lapel Pin to each of their shirts.



Director Schriro personally thanks ADC's military employees and their families and affixes the newly minted ADC Service Lapel Pin to their shirts after the event.

LETTER HOME

I wanted to thank you.

I received orders to Kuwait and since then have been having a little bit of trouble explaining to my ten-year-old daughter that not everyone who is in the military and gets deployed overseas, that it doesn't mean I'm not coming home.

It helped a lot for her to see with her own eyes that a lot of men and women who work for the Department and are military who have been deployed and in fact have come home.

Thank you very much for having Flag Day.

COII PAUL HUFF, ASPC-LEWIS, STINER UNIT
PETTY OFFICER HUFF, U.S. NAVY RESERVES

ADC CALENDAR

NATIONAL
PROBATION &
PAROLE OFFICERS
WEEK
JULY 17-22

OPEN
ENROLLMENT
OF BENEFITS
AUGUST 21-
SEPTEMBER 8
*Visit yes.az.gov
or contact your
benefits liaison.*

LABOR DAY
HOLIDAY
SEPTEMBER 4
(DAY OFF)

Bill to ease ADC hiring concerns, pave way for retiree comeback

The Arizona Legislature unanimously adopted House Bill 2482 in April, a measure to encourage retired Corrections Officers to return to work at ADC and to spur some potential retirees to stay longer and cash out a portion of their retirement benefit.

Signed into law May 2 by Governor Janet Napolitano, HB2482 has two parts: the "CORP Return to Work" provision, which allows CORP retirees to return to work and still collect retirement; and the "Reverse Deferred Retirement Option Plan" or "Reverse DROP," which will provide new options to retiring CORP employees who choose to stay with the Department after 24 years of service.

HB2482 is an effort to provide Corrections Officers some of the same benefits

already standard to other public servants in Arizona and around the country, according to ADC Legislative Liaison Paul Boyer.

CORP Return to Work

The "Return to Work" provision will allow CORP employees who retired prior to January 1, 2006 to return to work and still receive their pension, as long as their employment involves "substantial direct inmate contact."

This provision benefits both the employee and ADC significantly in that: the employee may continue to contribute to the Department while earning valuable extra income; and the Department will be able to draw from a pool of highly qualified and

committed applicant to address recruitment concerns, reducing reliance on overtime and maintaining a high standard of excellence.

Limited to those who retired before January 1, 2006, the bill provides a temporary solution to one of the Department's most pressing concerns.

Reverse DROP

The "Reverse DROP" provision will allow would-be CORP retirees to choose to cash out a portion of their retirement after choosing to continue to work beyond at least 24 years.

"Basically, DROP is an optional retirement benefit, which encourages long service," said Jim Mann, vice president of the Fraternal Order of Police. "Those with

more than 24 years of service can elect to receive a reduced monthly pension in exchange for a lump-sum payment."

A potential CORP retiree who opts into Reverse DROP may continue to work take up to a 60-month portion of accrued retirement plan service time (plus interest) as a one-time cash payment.

As an example, a retiree who opts in after 24 years and continues another 5 years in DROP, while working at an average of \$50,000 per year, might choose to receive retirement benefits at the 25-year service rate and take a lump-sum payment of

\$125,000 plus interest for the remaining four years of service.

The interest rate for DROP participants' payout is tied to the rate of the 5-year Treasury note, which is set by the Fed.

Like the CORP Return to Work provision, DROP will encourage COs to work longer, helping the Department to increase retention and ease the current hiring crunch.

HB2482 will become law September 21, 90 days after the close of the legislative session

Visit www.azcorrections.gov/CORP/CorpDir.htm for more information.

